

Minutes of the meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System held Friday, January 25, 2013 at the hour of 9:30 A.M. at 1900 W. Polk Street, in the Second Floor Conference Room, Chicago, Illinois.

I. Attendance/Call to Order

Acting Chairman Ramirez called the meeting to order. In the absence of a quorum at that time, he appointed Board Chairman Carvalho as a temporary member of the Committee for quorum purposes; therefore, a quorum of members was present. At approximately 10:10 A.M., Chairman Golden assumed the Chair.

Present: Chairman Quin R. Golden, Board Chairman David Carvalho and Directors Hon. Jerry Butler and Jorge Ramirez (4)

Absent: Directors Reverend Calvin S. Morris, PhD and Dorene P. Wiese, EdD (2)

Additional attendees and/or presenters were:

Gladys Lopez – System Interim Director of Human Resources

Lisa Meador –Deputy Chief of Labor Relations,
Cook County Bureau of Human Resources

Ram Raju, MD, MBA, FACS, FACHE – Chief Executive Officer

Elizabeth Reidy – System General Counsel
Deborah Santana – Secretary to the Board

II. Public Speakers

Chairman Golden asked the Secretary to call upon the registered speakers.

The Secretary responded that there were no registered public speakers.

III. **Report from System Human Resources Department (Attachment #1)

A. Report from Interim Director of Human Resources

Gladys Lopez, System Interim Director of Human Resources, provided an update on the following subjects: 2012 Year End Vacancies Filled; 2013 Vacancies Filled; CCHHS Hiring Snapshot as of 12/5/12 and 1/15/13; Recruiting/Sourcing Update; update on Taleo; and update on other Human Resources Initiatives.

Included in the update on other Human Resources Initiatives was information on the following subjects: 2013 House Staff; Electronic Scheduling; Shakman Training; Employment Plan; Workplace Violence Training; and Assessment of Contracted Staff on Site. The Committee reviewed and discussed the information.

Board Chairman Carvalho provided information regarding an issue involving a professional regulation licensing problem with respect to residents. The State laid off all of the people who process these applications approximately two weeks ago; this was due to a dispute with the Medical Society over the collection of the physician license fees that support the program. He stated the problem has to be solved; no residents in the State of Illinois can start work on July 1st unless they have been processed by this remaining single individual, who cannot possibly process them all. Additionally, all of the physicians who are up for renewal a year from June have to be processed by this single individual, as well. It will be fixed, but he recommended that staff may want to monitor the issue. Ms. Lopez stated that Dr. John O'Brien, System Chair of Planning, Education and Research, is monitoring the issue; he will provide feedback on the issue when it is resolved.

IV. Action Items

A. Minutes of the Human Resources Committee Meetings of December 7, 2012

Director Ramirez, seconded by Director Butler, moved to accept the minutes of the meeting of the Human Resources Committee of December 7, 2012. THE MOTION CARRIED UNANIMOUSLY.

B. **Proposed Collective Bargaining Agreement (Attachment #2)

i. International Brotherhood of Teamsters Local 700, Oak Forest Health Facilities Security ~~Officers~~ Sergeants and Investigators – Collective Bargaining Agreement

Lisa Meador, Deputy Chief of Labor Relations for the Cook County Bureau of Human Resources, presented the proposed Collective Bargaining Agreement for the Committee's consideration. It was noted that the item description should be revised to reflect that this proposed Collective Bargaining Agreement is for Oak Forest Health Facilities Security Sergeants and Investigators.

Action was taken on this item following the adjournment of closed session.

Director Butler, seconded by Director Ramirez, moved to approve the proposed Collective Bargaining Agreement, as amended. THE MOTION CARRIED UNANIMOUSLY.

C. Any items listed under Sections IV and V

V. Closed Session Items

- A. Discussion of personnel matters**
- B. Update on labor negotiations**
- C. Discussion of litigation matters**
- D. **Report from System Human Resources Department**
- E. **Proposed Collective Bargaining Agreement (see Item IV(B))**

Director Butler, seconded by Board Chairman Carvalho, moved to recess the regular session and convene into closed session, pursuant to the following exceptions to the Illinois Open Meetings Act: 5 ILCS 120/2(c)(1), which permits closed meetings for consideration of "the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity," 5 ILCS 120/2(c)(2), regarding "collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees," and 5 ILCS 120/2(c)(11), regarding "litigation, when an action against, affecting or on behalf of the particular body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting."

V. Closed Session Items (continued)

On the motion to recess the regular session and convene into closed session, a roll call was taken, the votes of yeas and nays being as follows:

Yeas: Chairman Golden, Board Chairman Carvalho and Director Butler (3)

Nays: None (0)

Absent: Directors Morris, Ramirez and Wiese (3)

THE MOTION CARRIED UNANIMOUSLY and the Committee convened into closed session.

Chairman Golden declared that the closed session was adjourned. The Committee reconvened into regular session.

VI. Adjourn

As the agenda was exhausted, Chairman Golden declared the meeting ADJOURNED.

Respectfully submitted,
Human Resources Committee of the
Board of Directors of the
Cook County Health and Hospitals System

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Quin R. Golden, Chairman

Attest:

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Deborah Santana, Secretary

Cook County Health and Hospitals System
Human Resources Committee Meeting Minutes
January 25, 2013

ATTACHMENT #1



Human Resources Committee Meeting

January 25, 2013

2012 Year End Vacancies Filled

- A total of 343* vacancies were filled through December 31, 2012
 - 14 Re-Hires
 - 75 Re-Calls
 - 107 Internal Candidates
 - 150 External Candidates

**Does not include House Staff*

Vacancies Filled Through December 31, 2012 ~ Breakdown by Position

	Candidate Source						
	Re-Hire	Re-Call	Internal	External	Total		
Nurses							
APN-Nurse Practitioner			2	2	4		
Clinical Case Manager	1			2	3		
Clinical Nurse I	1		20	49	70		
Clinical Nurse II	1		5		6		
Divisional Nursing Director			1		1		
In-House Registry Nurse	1			8	9		
Nurse Coordinator II	1			2	3		
Nurse Epidemiologist			1	.	1		
Registered Nurse I			1		1	98	Nurses
<i>Nurse Subtotal</i>	5	0	30	63	98		
Licensed Practical Nurse II				4	4	4	LPNs
<i>LPN Subtotal</i>	0	0	0	4	4		
Physicians							
Attending Physician 6			2	1	3		
Attending Physician 7	1		4		5		
Attending Physician 9	1			2	3		
Attending Physician 10				1	1		
Attending Physician 12				1	1		
Attending Physicain Senior 6	1			15	16		
Attending Physicain Senior 9				2	2		
Attending Physician Senior 12	1		2	2	5		
Consultants (Physicians)				3	3		
Correctional Psychiatrist			1	1	2		
Divisional Chief of Correctional Psychiatry				1	1		
Medical Division Chair 7			1		1		
Medical Division Chair 9	1			1	2		
Medical Division Chair 10			2		2		
Medical Division Chair 11			1		1		
Psychologist II				1	1	49	MDs
<i>Physician Subtotal</i>	5	0	13	31	49		

Vacancies Filled Through December 31, 2012 ~ Breakdown by Position

	Candidate Source						
	Re-Hire	Re-Call	Internal	External	Total		
Clinical Support							
Administrative Aide		3	1		4		
Administrative Assistant II		2	2		4		
Administrative Assistant III		1			1		
Administrative Assistant IV		1			1		
Anesthesia Tech		1			1		
Attendant Patient Care		11		9	20		
Certified Nursing Attendant		3			3		
Clinical Performance Improvement Analyst				1	1		
Clinical Lab Supervisor				1	1		
Dietitian II	1				1		
Dietitian IV			1		1		
Director of Ambulatory, Specialty & Pediatric			1		1		
EKG Tech		1			1		
Emergency Response Tech			3		3		
Emergency Room Tech II				1	1		
Health Advocate			4		4		
Health Service Representative	1	1			2		
Interpreter				4	4		
Laboratory Technician III		1			1		
Medical Assistant			1	13	14		
Medical Social Worker I			1		1		
Medical Social Worker II		1			1		
Medical Social Worker III			1		1		
Medical Technologist I		1			1		
Operating Room Technician				3	3		
Pathologist Extender				1	1		
Pharmacist				4	4		
Pharmacist Manager				1	1		
Pharmacy Technician			5		5		
Physical Therapist III			1		1		
Physician Asst. Post Graduate Resident				1	1		
Respiratory Therapist		5			5		
Respiratory Therapist Supervisor	1			1	2		
Training Coordinator IV - Post Graduate				1	1		
Transporter CCH		12			12		
Ward Clerk		1	2		3	112	Clinical Support
Clinical Support Subtotal	3	45	23	41	112		

Vacancies Filled Through December 31, 2012 ~ Breakdown by Position

	Candidate Source						
	Re-Hire	Re-Call	Internal	External	Total		
Other							
Accounts Payable Supervisor I		1			1		
Administrative Analyst III				1	1		
Administrative Analyst V			1		1		
Building Service Worker	I		21	1	22		
Business Office Supervisor			2		2		
Caseworker (MANG)			1		1		
Cashier III		1			1		
CCHHS Corporate Compliance Officer			1		1		
CEO Executive Assistant			1	1	2		
Chief Medical Information Officer			1		1		
Clerk V		21	7		28		
Computer Operator I				1	1		
Director of Strategic Sourcing/Contract Management				1	1		
Electrician			1		1		
Food Service Worker		1			1		
Groundskeeper		1			1		
Human Resources Generalist				2	2		
Learning & Development Assist.				1	1		
Operating Engineer	1	1			2		
Patient Access Supervisor, Fin Coun			2	1	3		
Payroll Division Supervisor III			1		1		
Project Leader Data Systems				1	1		
Public Safety Officer I		1			1		
Receptionist				1	1		
Steno IV		1	1		2		
Steno V		2			2		
Supervisor Patient Access-PreRegistration			1		1	83	Other
<i>Other Subtotal</i>	1	30	41	11	83		
<i>Total:</i>	14	75	107	150	346		
	4%	22%	31%	43%			

Vacancies Filled Through December 31, 2012 ~ Breakdown by Position

	Candidate Source						
	Re-Hire	Re-Call	Internal	External	Total		
House Staff							
Physician Assistant Training				4	4		
Post Graduate Level Physician	8			109	117		
Post Graduate Pharmacist (Residents)				2	2		
GRAND TOTAL:	8			115	123	123	House Staff
TOTAL VACANCIES FILLED:	22	75	107	265	469		

2013 Vacancies Filled

- A total of 9 vacancies were filled through January 14, 2013
 - 5 Internal Candidates
 - 4 External Candidates

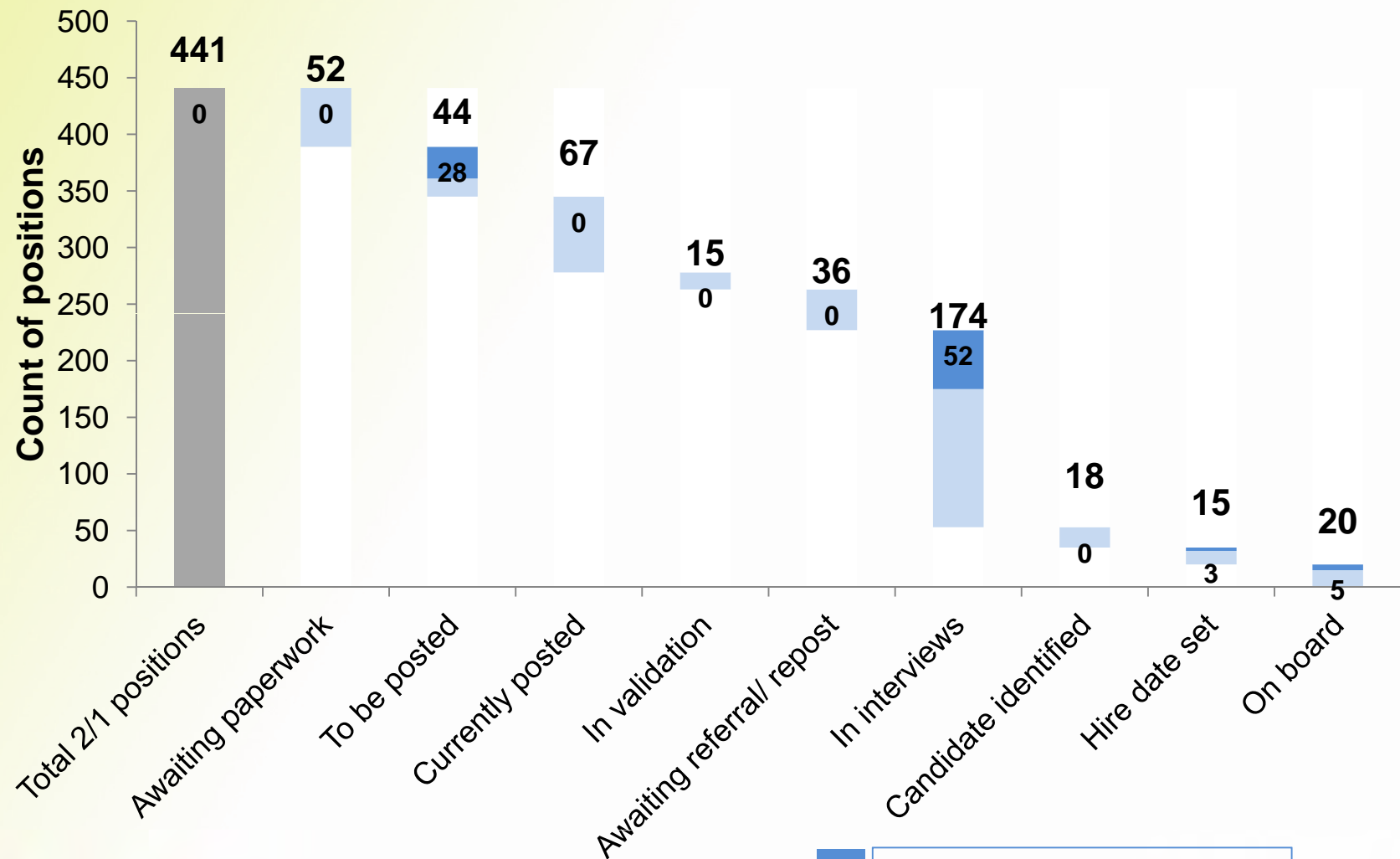
2013 Vacancies Filled

Vacancies Filled Through January 14, 2013 ~ Breakdown by Position

	Candidate Source						
	Re-Hire	Re-Call	Internal	External	Total		
Nurses							
Clinical Nurse I			3	2	5		
Nurse Clinician				1	1	6	Nurses
<i>Nurse Subtotal</i>	0	0	3	3	6		
Physicians							
Attending Physician 7			1		1	1	MDs
<i>Physician Subtotal</i>	0	0	1	0	1		
Clinical Support							
Administrative Assistant II			1		1	1	Clinical Support
<i>Clinical Support Subtotal</i>	0	0	1	0	1		
Other							
Certified CCL Programmer				1	1	1	Other
<i>Other Subtotal</i>	0	0	0	1	1		
<i>Total:</i>	0	0	5	4	9		
	0%	0%	56%	44%			

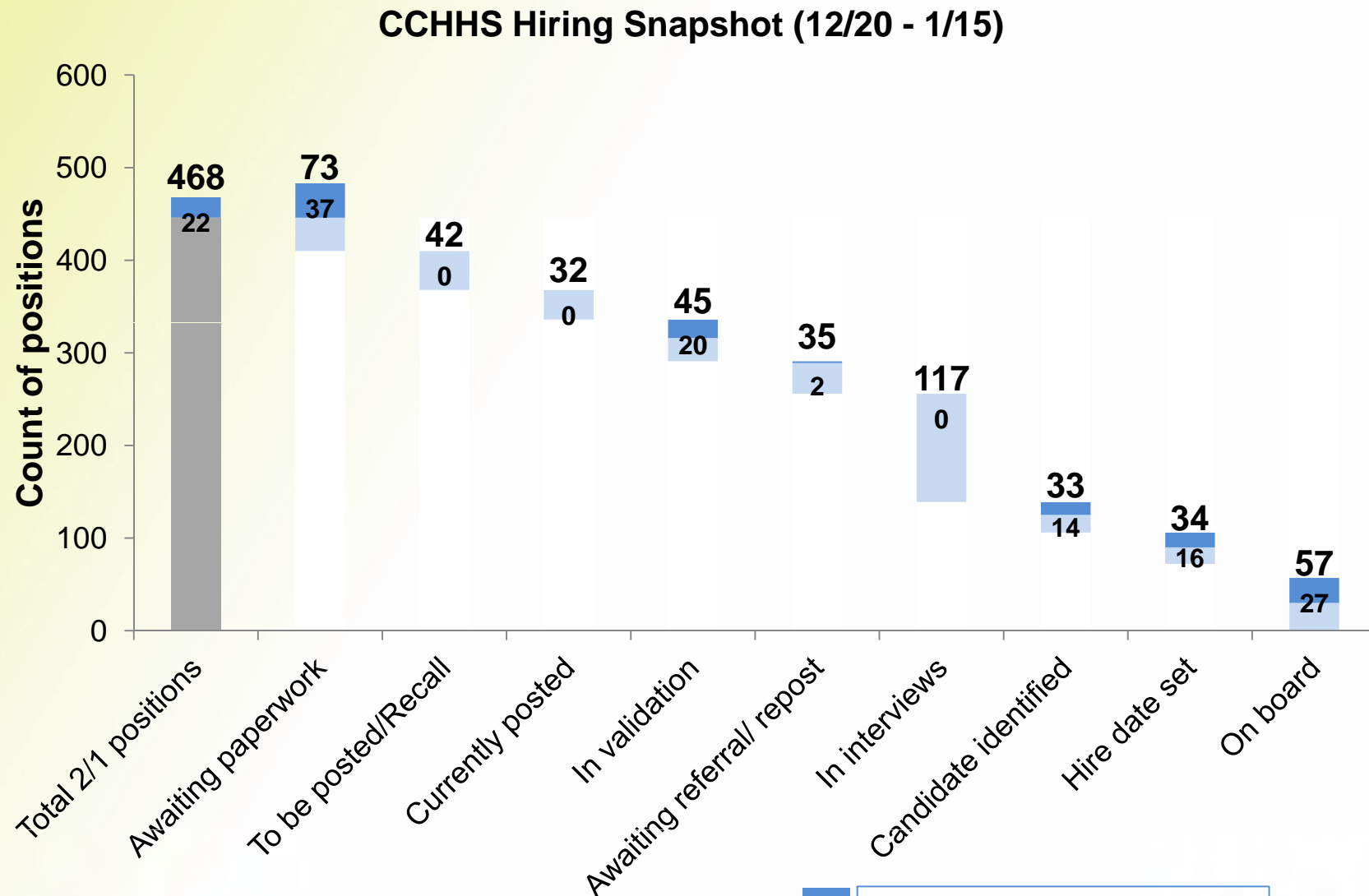
CCHHS Hiring Snapshot 12/5/12

CCHHS Hiring Snapshot (11/27 - 12/5)



1 Change in total since last update

CCHHS Hiring Snapshot 01/15/13



22 Change in total since last update

10

CCHHS

CCHHS hiring snapshot 1/15/13

Total positions	466	Reflects addition of 26 nurse retirement positions to be fast-tracked
Awaiting paperwork	20	Includes direct appointment positions
To be posted / labor hold	106	Includes backfills for nurse retirees, currently in recall
Currently posted	50	
In validation	30	
Awaiting referral / repost	37	Includes 11 positions to be re-posted due to lack of qualified candidates.
In interviews	82	
Offer being extended	7	
Candidate in process	27	
Hire date set	48	Next orientation dates are 1/28, 2/11, 2/25
On board	59	11 positions have been filled since last update

Recruiting / Sourcing Update

We are working with TMP Advertising to scrape CCHHS postings from Taleo so they appear on the following job sites

- a. Indeed.com
- b. LinkUp.com
- c. MedicalWorkers.com
- d. Simply

to give CCHHS exposure to a broader audience of candidates.

Indeed.com

[Find Jobs](#) [Find Resumes](#) [Employers / Post Job](#)



what:

supply chain

job title, keywords or company

where:

chicago, IL

city, state, or zip

[Find Jobs](#)

[Advanced Job Search](#)

supply chain contract manager jobs in Chicago, IL

My recent searches

[cook county health - chicago, IL](#) - 9 new

[Clinical Nurse - chicago, IL](#) - 150 new

[Clinical Nurse I - chicago, IL](#) - 150 new

[medical assistant - chicago, IL](#) - 78 new

[medical records tech - chicago, IL](#) - 5 new

[medical records - chicago, IL](#) - 245 new

[cook county - chicago, IL](#) - 21 new

[Director of Community Relations](#) - 732 new

[Post your resume](#) - It only takes a few seconds

Jobs 1 to 10 of 104

[SUPPLY CHAIN CONTRACT MANAGER-COOK COUNTY HEALTH AND HOSPITA...](#)

Cook County Health & Hospitals System - Chicago, IL

in **contract** and proposal negotiation and **contract** development is required. One (1) year of full-time supervisory work experience is required. **Supply chain...**

Sponsored by Cook County Health & Hospitals System - 9 days ago

[eCommerce Mobile Route Manager](#)

Palace Gate - Northbrook, IL

contract negotiation and renewals. Build cross-functional relationships and interact daily with associates from IT, Marketing, Merchandising, **Supply Chain** and...

Sponsored by Palace Gate - 30+ days ago

Show: **all jobs** - [7 new jobs](#)

[SUPPLY CHAIN CONTRACT MANAGER-COOK COUNTY HEALTH AND HOSPITA...](#)

Cook County Health & Hospitals System - Chicago, IL

Excellent written and verbal communications skills. Attention to detail. Conflict management skills....

Cook County Health & Hospitals System - 9 days ago - [save job](#) - [block](#) - [email](#) - [more...](#)

[Get new jobs for this search by email](#)

My email:

[Activate](#)

You can cancel email alerts at any time.

[I got a job!](#)

[50,000+ stories](#)

Copy of posting pulled from Indeed.com on 01/24/13

LinkUp.com

LinkUp
Job search engine

master instructor chicago, IL **Search Jobs** Advanced Search

Job title, keywords, or company name City, state, or zip

Active Filters

- master instructor ×
- chicago, IL ×

Available Filters

Company ▾

- University of Chicago... 44
- Deloitte 41
- Rush University Medica... 40
- Accenture 37
- Advocate Health 32
- Resurrection Health Ca... 28
- PricewaterhouseCoopers 28
- Devry University 27

Chicago, IL master instructor jobs

Email new jobs that match this search: your email address **Send**

1 - 10 of 1,302 Jobs Sort by: best match or most recent

Open Truck Driving Position – Student Program
Maverick Transportation – Transportation – Chicago, IL
you will enter our flatbed, glass, or temp control division, learning from the best instructors in the industry. You'll learn the Maverick Transportation standard of excellence through hands-on traini
Sponsored job from maverickusa.com

Master Instructor Professional Development &...
Cook County, IL – Education & Training – Chicago, IL
from co.cook.il.us – Posted today

Search History
Log in to use this feature.

Job Basket
Log in to use this feature.

Job Search RSS Feed

1:11

Copy of posting pulled from LinkUp.com on 01/24/13

MedicalWorkers.com



**Medical
workers.com**
The Most Medical Jobs

the Job

Job Title, Company or Skill

the Location

City, State or Zip Code

[Advanced Search](#)

Cook county health jobs in Chicago, IL

[ADMINISTRATIVE ASSISTANT V NEONATOLOGY-STROGER HOSPITAL Job](#)
Cook County Health & Hospitals System - Chicago, IL, US
a perinatal center is required. MUST MEET ALL REQUIRED QUALIFICATIONS AT TIME OF APPLICATION FILING. COOK COUNTY GOVERNMENT IS AN EQUAL OPPORTUNITY EMPLOYER....
posted 5 days ago - [more](#)

[MEDICAL RECORDS TECHNICIAN SENIOR- SHIFTS VARY Job](#)
Cook County Health & Hospitals System - Chicago, IL, US
between Cook County and AFSCME. Pursuant to the collective bargaining agreement, Cook County will exhaust... external applicants. Cook County is assembling a list... ...
posted 9 days ago - [more](#)

[SUPPLY CHAIN CONTRACT MANAGER-COOK COUNTY HEALTH AND HOSPITALS SY...](#)
Cook County Health & Hospitals System - Chicago, IL, US
work experience in a health care environment is... PeopleSoft McKesson/HBOC or similar ERP systems. COOK COUNTY GOVERNMENT IS AN EQUAL OPPORTUNITY EMPLOYER....
posted 9 days ago - [more](#)

[EMERGENCY ROOM TECHNCIAN-STROGER HOSPITAL-SHIFTS VARY Job](#)
Cook County Health & Hospitals System - Chicago, IL, US
between Cook County and SEIU. Pursuant to the collective bargaining agreement, Cook County will exhaust... external applicants. Cook County is assembling a list... ...
posted 10 days ago - [more](#)

[CLINICAL NURSE I - ADULT EMERGENCY- STROGER HOSPITAL-SHIFTS VARY ...](#)
Cook County Health & Hospitals System - Chicago, IL, US
agreement between Cook County and the National Nurses... County will exhaust internal eligible applicants prior to considering external applicants. Cook County is... ...

Copy of posting pulled from MedicalWorkers.com on 01/24/13

SimplyHired.com

The screenshot shows the SimplyHired.com interface. At the top, the logo 'simply|hired' is followed by the tagline 'job search made simple™'. Below this are search filters: 'Keywords' with the input 'medical records' and 'Location' with the input 'Chicago, IL'. A 'Search All Jobs' button and a link to 'Advanced Search' are also present. Below the search bar, the results are filtered to 'medical records jobs - Chicago, IL' with a dropdown for 'within 25 miles'. On the left sidebar, there is a 'create email alert' button and a list of filters: 'Date Posted' (with sub-options: 'Since last visit', 'Last 24 hours', 'Last 7 days', 'Last 14 days', 'Last 30 days'), 'Title', 'Company', and 'Job Type'. The main content area shows two job listings. The first listing, 'MEDICAL RECORDS TECHNICIAN SENIOR- SHIFTS VARY', is highlighted with a red border. It is from 'Cook County Health and Hospitals System - Chicago, IL' and describes a role involving 'abstracting and analysis of patient records'. The second listing is 'Inpatient Medical Records Coding Auditor' from 'Rush University Medical Center - Chicago, IL', described as a 'Health Information Management Position'.

simply|hired
job search made simple™

Keywords: medical records
Location: Chicago, IL
Search All Jobs Advanced Search

medical records jobs - Chicago, IL within 25 miles

create email alert

Sort: Relevance - Date

MEDICAL RECORDS TECHNICIAN SENIOR- SHIFTS VARY
Cook County Health and Hospitals System - Chicago, IL
Under general supervision of the Director of Health Information and Records and/or the Cod ... Performs abstracting and analysis of patient records. Maintains required continuing...
from Cook County Health and Hospitals System - 6 days ago
Save - Share - Hide - Report - More tools

Inpatient Medical Records Coding Auditor
Rush University Medical Center - Chicago, IL
Inpatient Medical Records Coding Auditor Health Information Management Position ... IL - www.rush.edu * Leading academic medical center, acute care hospital w/ 676...
from Rush University Medical Center - 20 days ago Save - Share - Hide - Report - More tools

Copy of posting pulled from SimplyHired.com on 01/24/13

Recruiting / Sourcing Update

We are also working with TMP on a “pay-per-click” campaign. The goal is to have “hard-to-fill” positions and/or positions where we have many vacancies featured at the top of the page on search engines such as Google and Bing.

Positions identified for this campaign include:

- ✓ Nurses (Med/Surg, ED, Critical Care)
- ✓ Emergency Room Technician
- ✓ Medical Assistant
- ✓ Medical Social Workers
- ✓ Medical Technologist
- ✓ Pharmacists
- ✓ Pharmacists
- ✓ Pharmacy Technician
- ✓ Physician Assistant
- ✓ Supply Chain Contract Manager
- ✓ Medical Records Technician

CCHHS Website

If your emergency is life threatening, please call 911. If you have a friend or family member being treated at Cook County Health & Hospitals System, this section has everything you need to know.



[Directions & Parking](#) ▶

[Visiting Information](#) ▶

[Phone Numbers](#) ▶

[Patient Stay & Care](#) ▶



Meet The CEO of Cook County Health & Hospitals System

Dr. Ram Raju

[Ask Him a Question](#) ▶

JANUARY

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

FEATURED EVENTS

January 25, 2013 - 7:30 AM

[Finance Committee Meeting](#)

January 25, 2013 - 9:30 AM

[Human Resources Committee Meeting](#)

[View Full Event Calendar](#) ▶



GLAUCOMA AWARENESS MONTH



January 21, 2013

[Cook County Health System Celebrates Martin Luther King, Jr.](#)



January 16, 2013

[Stroger Hospital's Division of Nephrology Receives Singular Honor](#)



January 14, 2013

[CCHHS Celebrates 10th Anniversary of Cook County John H. Stroger, Jr. Hospital](#)



January 11, 2013

[Flu outbreak has patients packing area hospitals](#)



January 10, 2013

[Leukemia Research Foundation - FREE Annual Town Hall Meeting](#)




January 9, 2013

[Cook County Holds as Flu Outbreak Overwhelms Area Hospitals](#)


[View All News](#) ▶


CCHHS Careers Page



Cook County Health & Hospitals System

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- › Governance
- › **Careers**
 - Non-County Employees
 - Internal County Employees**
- › Doing Business with CCHHS
- › Doing the Right Thing
- › Contribute
- › Financial Reports
- › Awards & Recognition
- › History & Core Values
- › CCHHS Staff Login

Careers

Love your Work. Search our Jobs.



Working at the Cook County Health & Hospitals System (CCHHS) is about making a difference. It's about providing the highest quality patient care by placing the needs of patients first. You'll discover a culture of teamwork, professionalism and mutual respect — and most importantly, a life-changing career.

Employment Opportunities

- **[For Non-County Employees](#)**

For all Cook County Health & Hospitals System employees, please visit the Careers tab on the intranet.

How to Use Taleo

- [Taleo Application Instructions](#)
- [Taleo Conversion Error](#)

Why Cook County Health & Hospitals System?

Cook County Health & Hospitals System is a public worldwide leader in medical care, research and education. Mission-driven. Patient-focused. Team-based. At CCHHS, nearly 6,000 dedicated professionals — working in every medical and surgical specialty — collaborate to provide health and hope and healing to people from all walks of life.

Respect — Whether on the front lines of patient care or supporting the efforts of your colleagues and co-workers, the work you do at Cook County Health and Hospitals System will help to save lives. You are a valued member of the team.

Growth — At Cook County Health & Hospitals System you're encouraged to build on your strengths and career goals.

Diversity — County Health & Hospitals System actively seeks to bring together individuals with diverse thoughts, ideas and backgrounds and to promote an inclusive environment that will generate innovation, greater job satisfaction and, most importantly, continually improved patient care.

Benefits

For more information on employee benefits, visit the [Cook County Department of Risk Management](#).

Increased Traffic to CCHHS' Careers Page

- August 2012
5,473 page views on CCHHS' Careers Page
3,521 were unique visitors
- December 15, 2012 – January 14, 2013
8,160 page views on CCHHS' Careers Page
5,408 were unique visitors

Taleo

- **Features and Functionality**

Barbara Pryor, Director, HRIS, Cook County Bureau of Human Resources is working with all entities throughout Cook County to improve the user and candidate experience with Taleo

- Met with Taleo users throughout Cook County to obtain their feedback, insight and concerns with the current state
- Is working with representatives from Taleo and the User community to configure features and functions within Taleo to better serve our needs and those of candidates
- Anticipate a launch of a re-configured system later this summer

Other HR Initiatives

- **2013 House Staff**

First meeting was held on January 16th with Dr. O'Brien, his team and HR to begin the planning for the onboarding of the 2013 House Staff

- **Electronic Scheduling**

EHS and IT are working to create a way for HR to electronically schedule EHS visits for new hires, employees returning to work from extended absences, employees returning from re-call, etc.

Other HR Initiatives

- **Shakman Training**

165 Hiring Managers have been Shakman-trained from August 2012 through January 16, 2013.

- **Employment Plan**

Have worked closely with the Shakman Compliance Administrator's office. Next step is to submit to the Plaintiff's counsel for review.

Other HR Initiatives

- **Workplace Violence Training (WPV)**

We have been working with MaryNic Foster, Executive Director, Cook County Commission on Human Rights and her team on a WPV presentation.

Goal is to training management first then work with specific areas such as ED, Trauma, Psych, Security and then to all employees.

We are working on a late February / early March roll out. We will work with management of those departments who work second and overnight shifts to ensure we accommodate their schedules

Other HR Initiatives

- **Assessment of Contracted Staff on Site**

This project is underway. We obtained copies of approved transmittals from Gina Besenhofer and compiled the data.

The next phase is to reach out to managers in the areas where contracted staff have been approved and request data such as the number of contracted staff working in the department, type of work being performed and anticipated duration of the contracted staff being on site.

Cook County Health and Hospitals System
Human Resources Committee Meeting Minutes
January 25, 2013

ATTACHMENT #2

Transmitting a Communication dated, January 25. 2013 from

MAUREEN O'DONNELL, Chief, Bureau of Human Resources

Transmitting herewith a Collective Bargaining Agreement for your consideration and approval.

Submitting a Proposed Resolution sponsored by:

TONI PRECKWINKLE, President, Cook County Board of Commissioners

Proposed Resolution

Approving Collective Bargaining Agreement

WHEREAS, the Illinois Public Employee Labor Relations Act (5 ILCS 315/1 et seq.) has established regulations regarding collective bargaining with a union; and

WHEREAS, a Collective Bargaining Agreement for the period of December 1, 2008 through November 30, 2012, effective the date of approval by the Cook County Board of Commissioners, has been negotiated between the County of Cook and International Brotherhood of Teamsters Local 700 representing Oak Forest Health Facilities Security Officers and Investigators; and

WHEREAS, general wage increases and salary adjustments have already been approved and are reflected in the Salary Schedule included in the Collective Bargaining Agreement negotiated between the County of Cook; and the International Brotherhood of Teamsters Local 700; and

NOW THEREFORE BE IT RESOLVED, that the Cook County Board of Commissioners does hereby approve the Collective Bargaining Agreement between the County of Cook and the and International Brotherhood of Teamsters Local 700 as provided by the Bureau of Human Resources.